

# Equality, Diversity & Inclusion Annual Report

2023/2024



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# Foreword: Message from Deputy Leader and Chief Executive



## **Deputy Leader, Cllr Caroline Makinson**

As the Deputy Leader of the Council and the Members' Equalities Champion, it is my honour to introduce the Annual Equality, Diversity, and Inclusion Report. This document is a testament to our unwavering commitment to fostering an environment where every individual is valued and respected and our service delivery is inclusive. Our efforts this year have focused on creating equitable policies and practices that not only celebrate diversity but also drive innovation and excellence within our community.

We believe that by embracing the unique perspectives and experiences of all, we can build a stronger, more cohesive society that thrives on the principles of fairness and equality. As the Members' Equalities Champion, I am pleased to sit as co-chair on the No Place for Hate in Barnsley Task and Finish Group. The group's mission is to ensure residents and visitors of our borough find Barnsley to be an accepting and welcoming place, where all individuals, regardless of their background, have an equal chance to succeed and live a long fulfilling and healthy life. This is just one example of all the splendid work our employees across the council are championing and delivering for the people of Barnsley.



## **Chief Executive, Sarah Norman**

In my role as Chief Executive, I am proud to present our annual Equality, Diversity, and Inclusion Report. We have made significant strides in embedding inclusivity into the very fabric of our organisation. We have taken bold steps to ensure that diversity is not just a buzzword, but a lived reality for our employees, stakeholders, and the communities we serve.

The report shows how and where we are pushing the boundaries of what good equality, diversity, and inclusion looks like within a high-performing organisation. It illustrates progress in all aspects of our journey, from our inaugural Pathways to Work Commission for residents to the formation of eight employee network groups and everything in between. I am excited at the prospect of working more closely with these groups to ensure that we continue to improve access to services for our residents, employees, and stakeholders. This report is a reflection of our journey towards a more equitable future for everyone which is fundamental to our 2030 vision of Barnsley as a Place of Possibilities.



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# 1. Introduction

- ❖ Barnsley Council is committed to promoting and enhancing equality, diversity, fairness, and inclusivity for all.
- ❖ We are committed to putting people at the heart of what we do, and to understanding, helping, and valuing individuals and communities by addressing inequalities and disadvantages for the communities we serve in Barnsley.
- ❖ The council has a vital role in tackling inequalities, and we will continue to ensure services are provided to those most in need. We will continue to invest in our communities and incorporate their voices to constantly improve. Equity should be at the forefront of how we plan, finance, commission, deliver and review our services.
- ❖ This 2023/2024 Annual Equality, Diversity, and Inclusion (EDI) Report for Barnsley aims to highlight the key progress and initiatives undertaken to foster a more inclusive and equitable environment for all residents and employees.
- ❖ The report illustrates our compliance with one of the specific duties of the Equality Act 2010 to publish an annual report. The report will demonstrate how we met the General Duty of the Act in 2023/2024, to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations between people who share protected characteristics and those who do not.
- ❖ The protected characteristics of the Equality Act 2010 includes every resident, employee, and visitor of Barnsley and these are: Age, Disability, Religion/Belief, Sexual Orientation, Pregnancy & Maternity, Race, Gender Recognition, Marriage & Civil Partnership, and Sex.
- ❖ In addition to the formal protected characteristics, Barnsley Council acknowledges the experiences of care leavers as a protected characteristic in our borough. This demonstrates our lifelong commitment to provide for children and young people in our care with the best quality support.

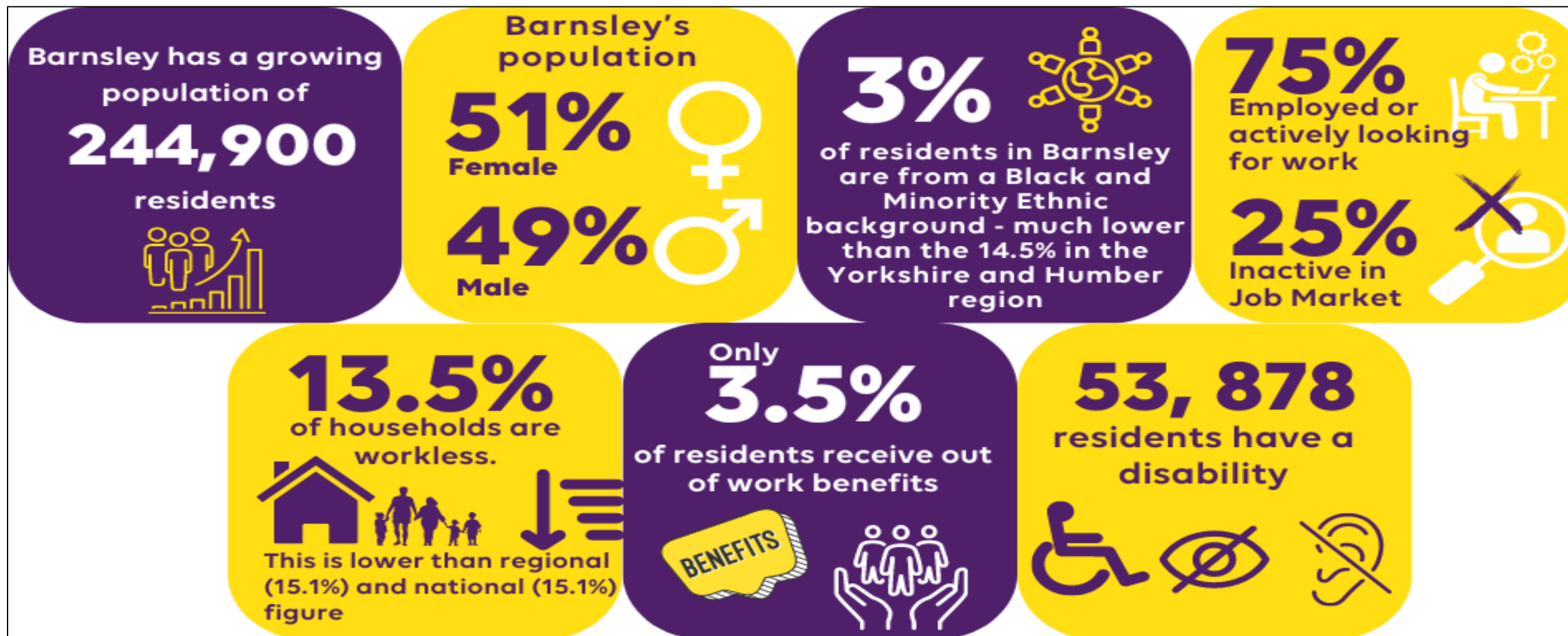


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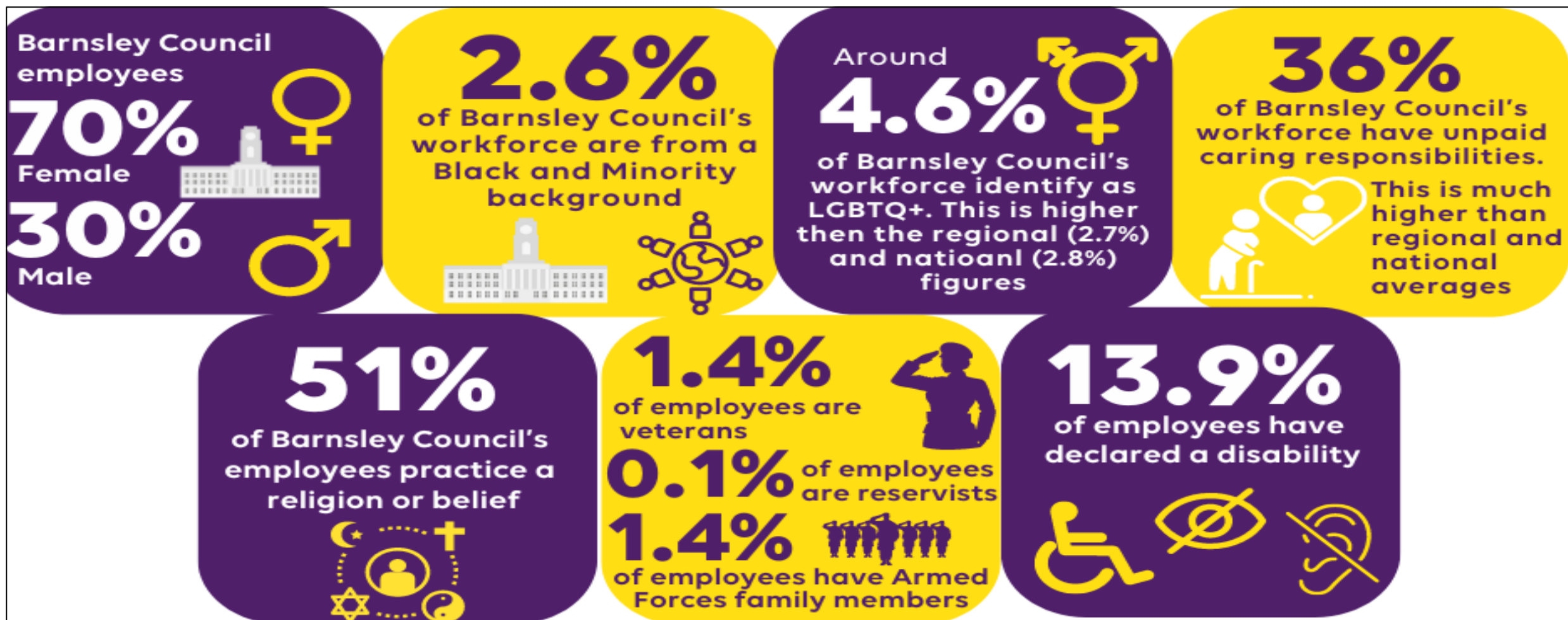
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## 2. Population demographics





### 3. Workforce demographics



## 4. 2023/2024 Action Plan Progress

- ❖ We are taking steps to address gaps in our approach to EDI. We have made significant strides to improve it within our organisation and borough. Our 2023/2024 action plan successfully identified missing links in our work and our key achievements are highlighted below:
  - ❖ Our senior management team has made and published a **Diversity and Inclusion pledge**, taking a proactive approach to EDI to promote the positive ethics and culture of the organisation.
  - ❖ Our employees' knowledge, understanding and awareness of EDI issues has improved through our mandatory training courses which cover Bullying and Harassment, and Equality, Diversity, Inclusion, and Belonging. Our recommended courses include Neurodiverse Inclusion in Practice, Racial Inequality, and Trans Awareness. Unconscious bias training for all employees has been introduced for all employees involved in recruitment to help mitigate any biases.
  - ❖ We are proud to have already established or are developing several employee networks (employee experience, menopause, LGBTQ+, young employees, disability and neurodiversity, carers, Black and minority ethnic, veterans and age friendly network) to promote inclusivity and provide safe spaces for employee discussion and networking.
  - ❖ We have made significant strides in our equality monitoring through our ongoing Equality Monitoring and Carers' Responsibility Survey that provides us with accurate and up-to-date workforce data. Our customer resolution team is also collecting equality monitoring data of customer complaints to determine if there are any protected characteristic groups overrepresented in the complaints process.



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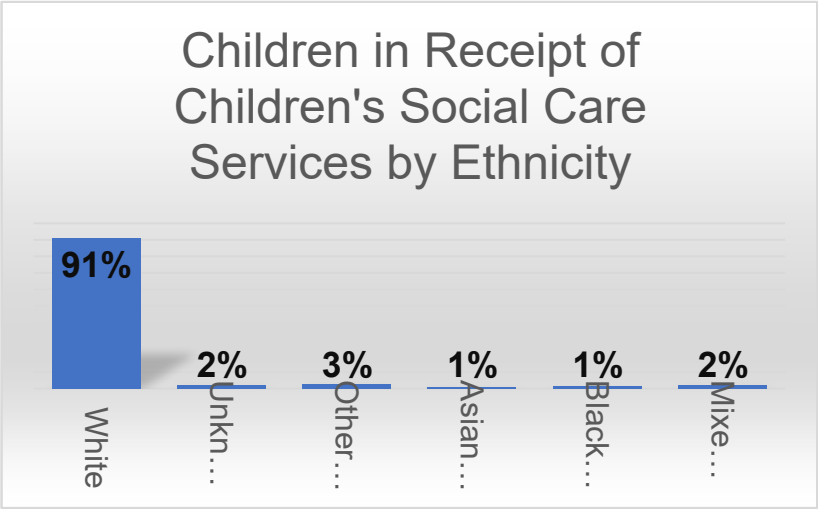
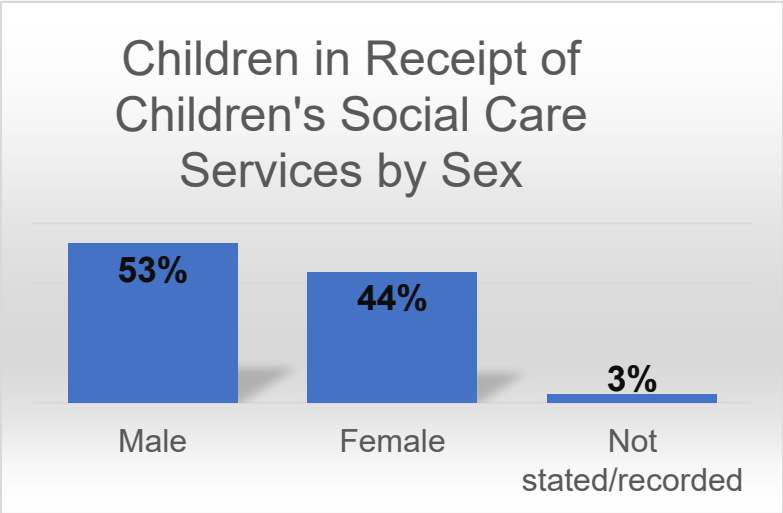
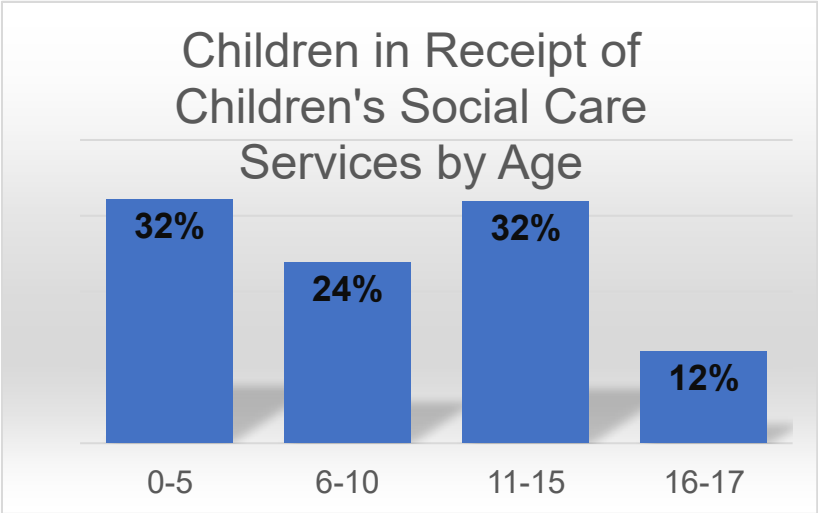


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## 5. Diversity by Service

### Children's Social Care

This is based on children and young people with an allocated worker at any point from 1 April 2023 to 31 January 2024.

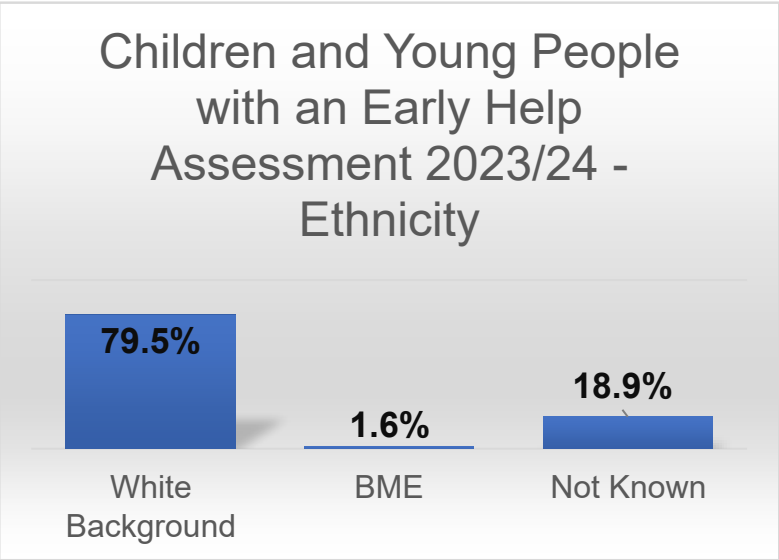
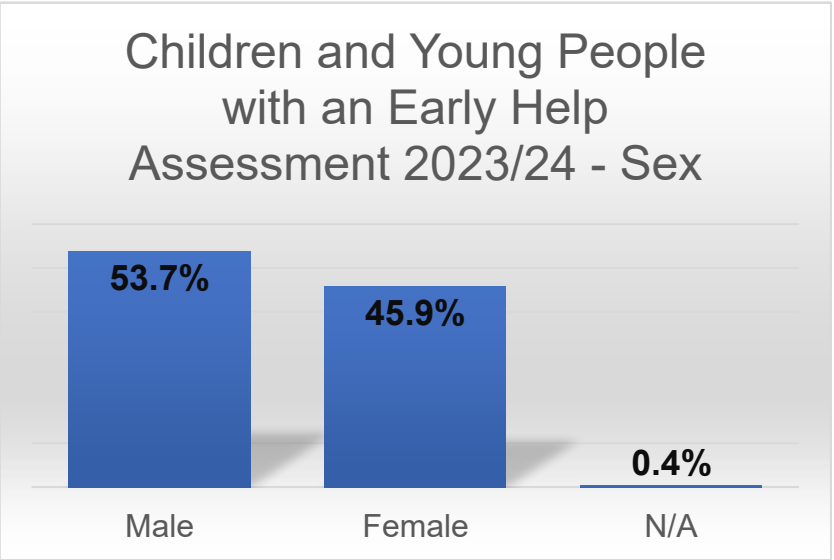
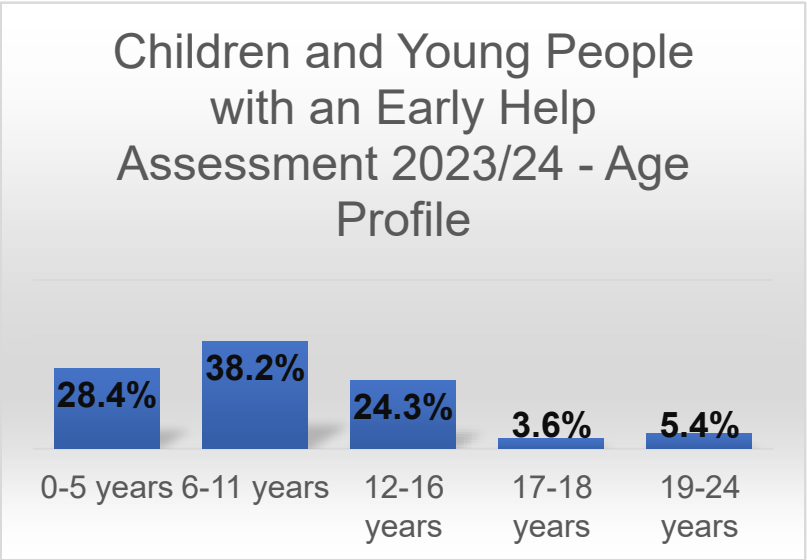


#### What does the data tell us?

- ❖ 44% are female and 53% are male, showing that there are no significant differences in sex, but a greater divide has occurred since last year.
- ❖ 91% of children are White, an increase of 3% from last year, and 7% are BME, a decrease of about 4% from the previous year.



# Early Help

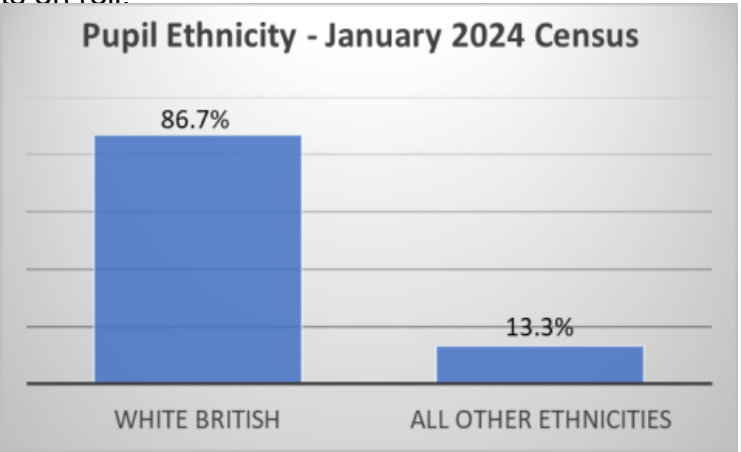
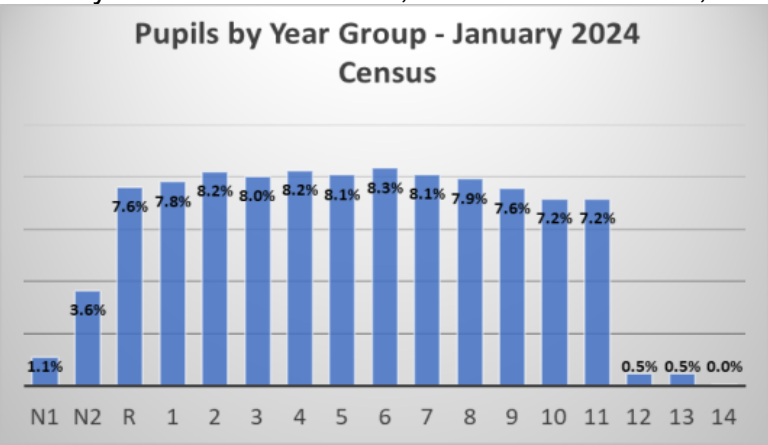


## What does the data tell us?

- ❖ Of those aged 0-24 with an Early Help Assessment, we have seen a 5% increase in those 11 or under as a proportion of this cohort.
- ❖ There has been an increase of 0.7% in females with the same decrease in males.
- ❖ There has been an increase in those whose ethnicity is “Not Known”, so it is difficult to determine a trend.

Education – Schools Equality Monitoring Data

Information about Sex and Ethnicity is collected in the school census that takes place in January each year. The data below reflects the latest information available from the January 2024 school census, when there were 35,274 students on roll.



Special Education Need	%
Speech, language and communication needs	24.2%
Social, emotional & mental health difficulties	20.9%
Specific learning difficulty	16.7%
Autistic Spectrum Disorder	16.5%
Moderate Learning Difficulties	13.2%
Physical Disabilities	2.2%
Other Need	1.7%
Hearing Impairment	1.5%
Visual Impairment	1.0%
Severe learning difficulties	0.8%
No specialist assessment	0.7%
Profound and multiple learning difficulties	0.4%
Multi-sensory Impairment	0.2%

What does the data tell us?

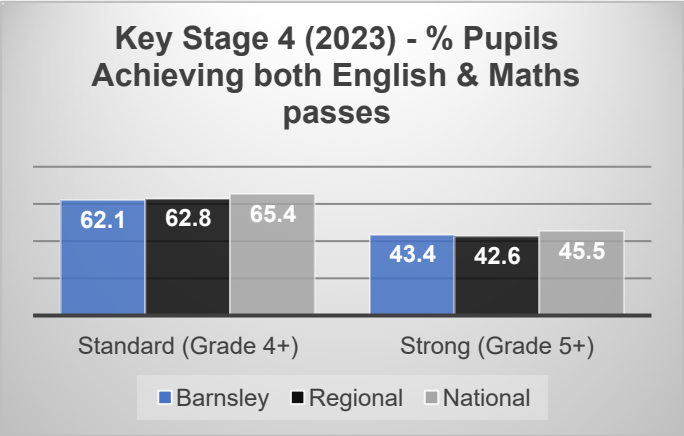
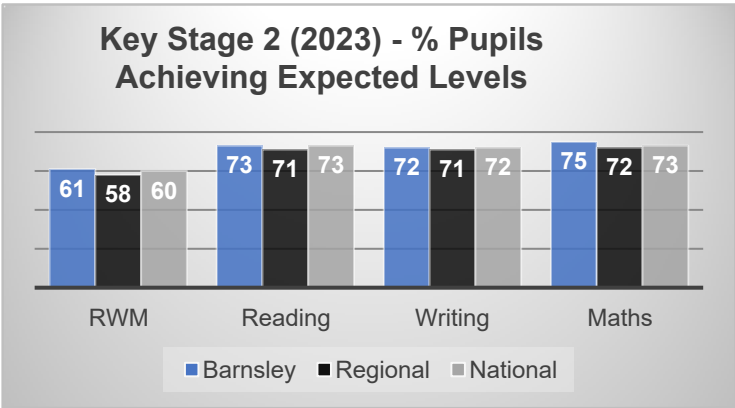
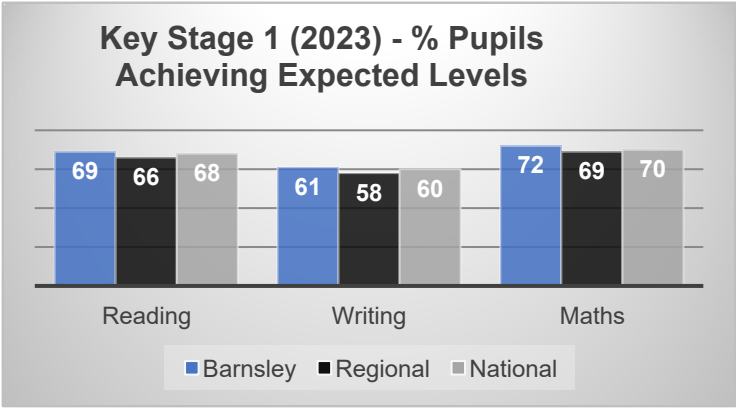
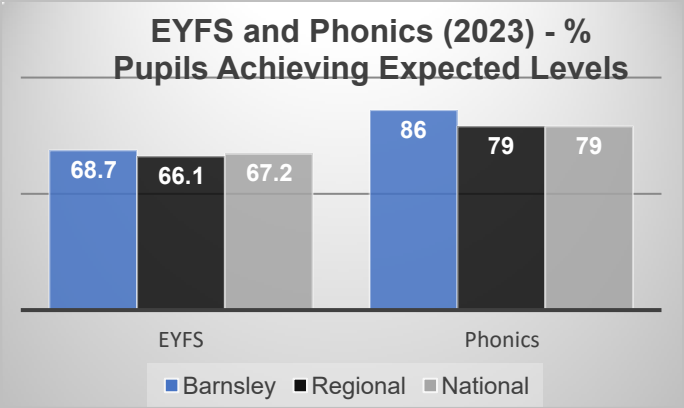
- ❖ Children in year 6 had the highest percentage of pupils, which may have an impact on secondary school intakes and class sizes.
- ❖ 51% of pupils on roll were male and 49% were female.
- ❖ 30.1% of pupils in Barnsley were eligible for free school meals, which is the same percentage as seen in 2023.
- ❖ 13.3% of pupils have ethnicities other than White British. Although this shows an increase from the 2023 figures, the Department for Education introduced new statutory methods to group ethnicities for 2024. Therefore, a direct comparison cannot be made with the previous year.
- ❖ 16.85% of pupils were reported as having a special educational need, which is an increase of 1% since 2023. Speech, language and communication needs, and Social, emotional and mental health needs are again the top recorded SEN needs. 1,609 pupils were recorded as having an Education, Health and Care Plan, in the January 2024 census.
- ❖ 489 pupils were in a special or alternative school provision, consisting of 75% males and 25% females, and years 7, 9 and 11 had the highest cohort numbers.



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# Education: Schools Learners' Outcomes

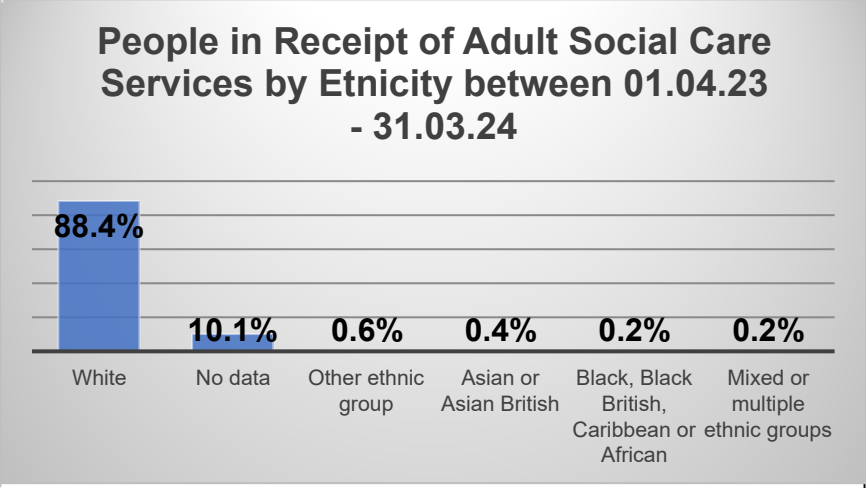
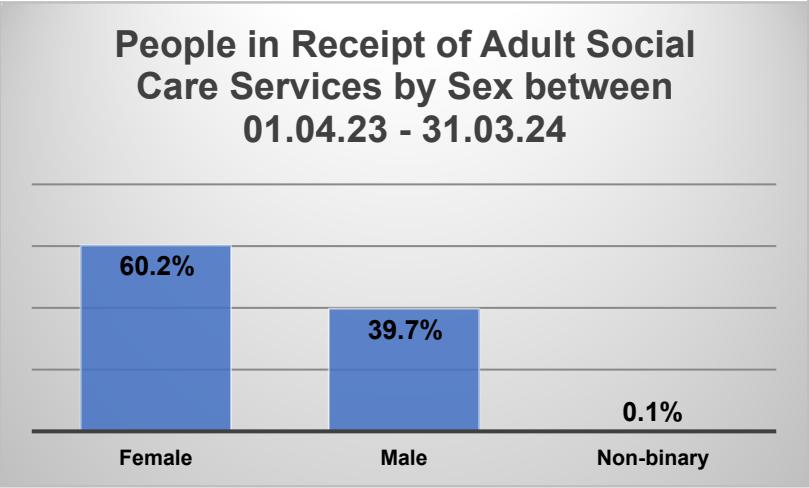
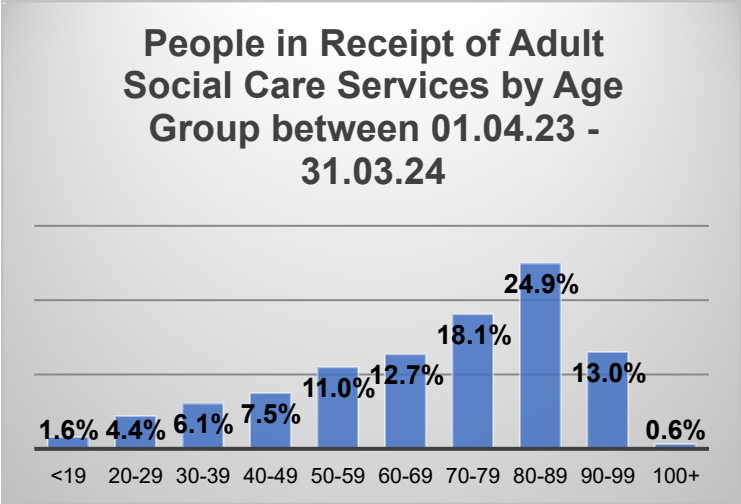


## What does the data tell us?

- ❖ Barnsley pupils begin their learning journey with strong educational outcomes in Early Years Foundation Stage and Phonics Assessments, achieving better than their regional and national counterparts.
- ❖ This strong level of achievement is also seen at the end of Key Stage 1, where Barnsley pupils are particularly successful in Maths, a subject that continues to be a strength through to Key Stage 2, where they once again outperform regional and national benchmarks.
- ❖ Although 2023 saw lower Key Stage 4 outcomes, this was a trend seen nationally, and in particular, within the Yorkshire & Humber region. Despite this, Barnsley remained roughly in line with comparative averages.

# Adult Social Care

The following data has been extracted from the Adult Social Care database and shows the demographic of people receiving a service from Adult Social Care during the period of 01.04.23 – 31.03.2024. There were 4,350 referrals recorded that related to 3,744 adults who were in receipt of Adult Social Care Services in Barnsley during the time period measured. This does not include Equipment and adaptations referrals.



## What does the data tell us?

- The highest proportion of adults in receipt of service between 01.04.23 – 31.03.24 were aged 80-89 (24.9%) followed by aged 70-79 (18.1%)
- Significantly more females were in receipt of service (60.2%) v (39.7%) This does not align with the general population split in Barnsley (51% female and 49% male) The collection of Non - Binary data was new in 2022/23 and at the time of report shows minimal data collected however this is now an added characteristic and recording will increase over time.
- 1.4% of adults in receipt of services were BME compared to a general population of 3.9% it may be possible that some of these clients have been recorded in the unknown category. This is an area of data quality to be addressed with service.

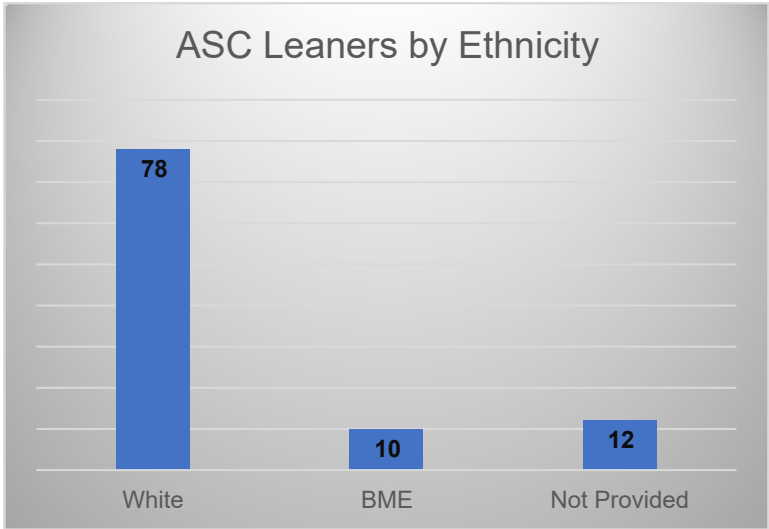
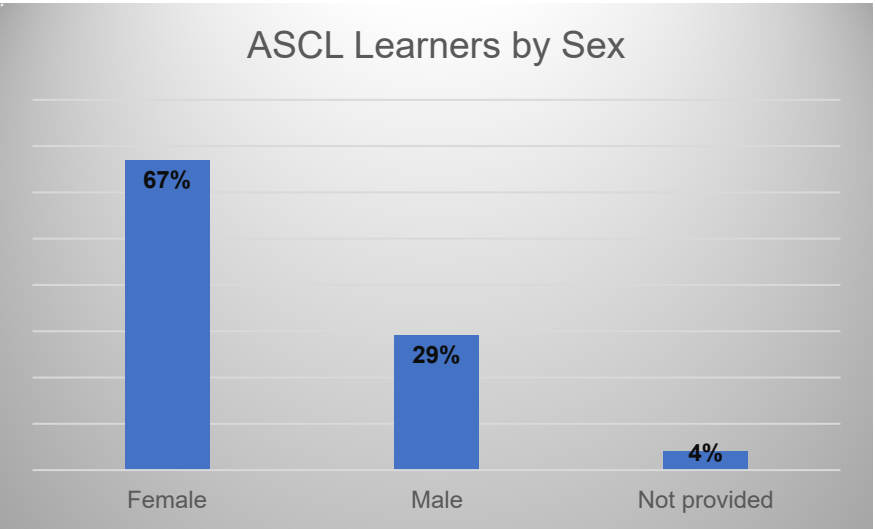
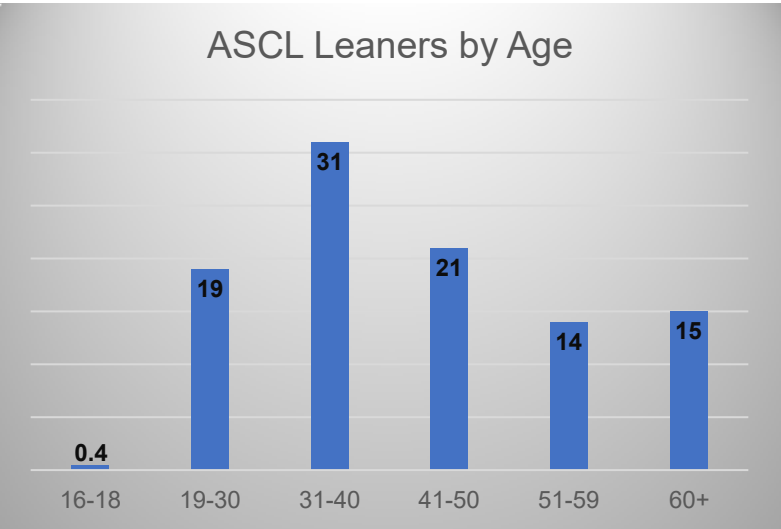


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# Adult Skills and Community Learning (ASCL)

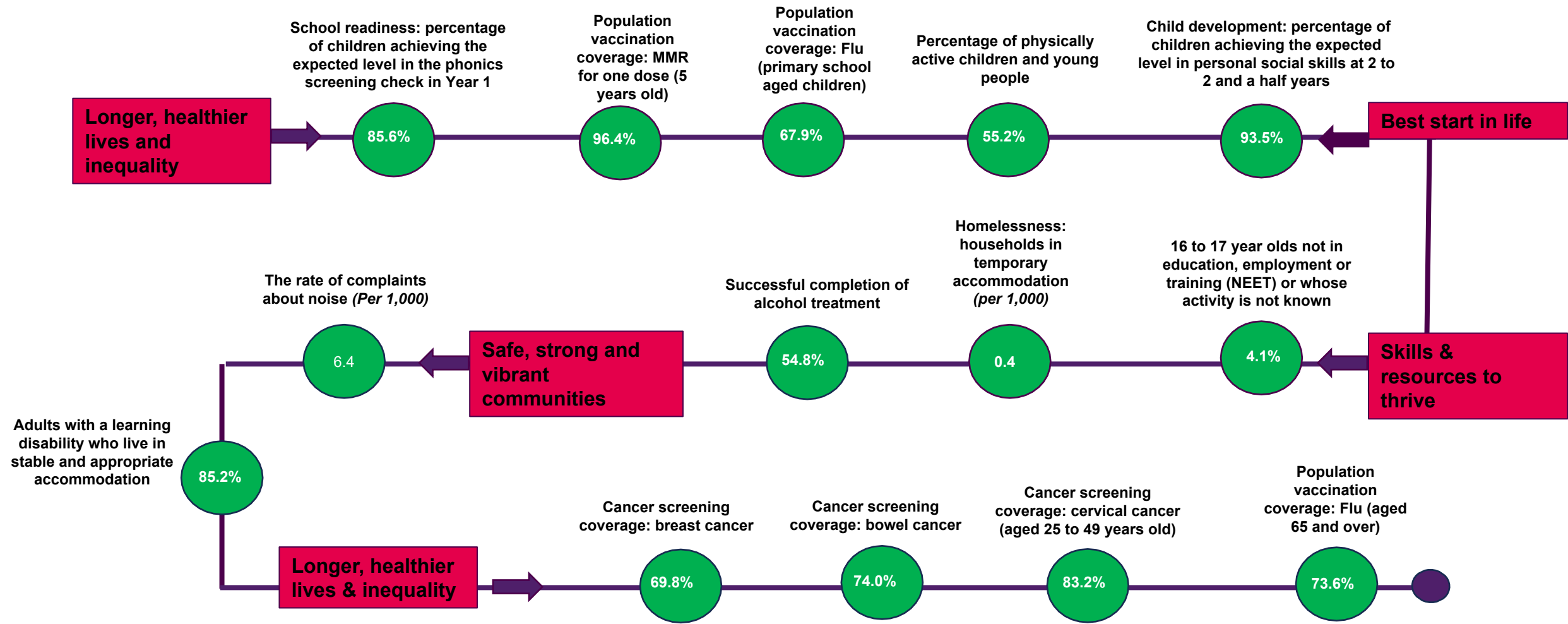
The data below represents the 1,002 learners working with ASCL in 2023/2024. This is a reduction of 23 from the 1,025 ASCL learners in the year.



## What does the data tell us?

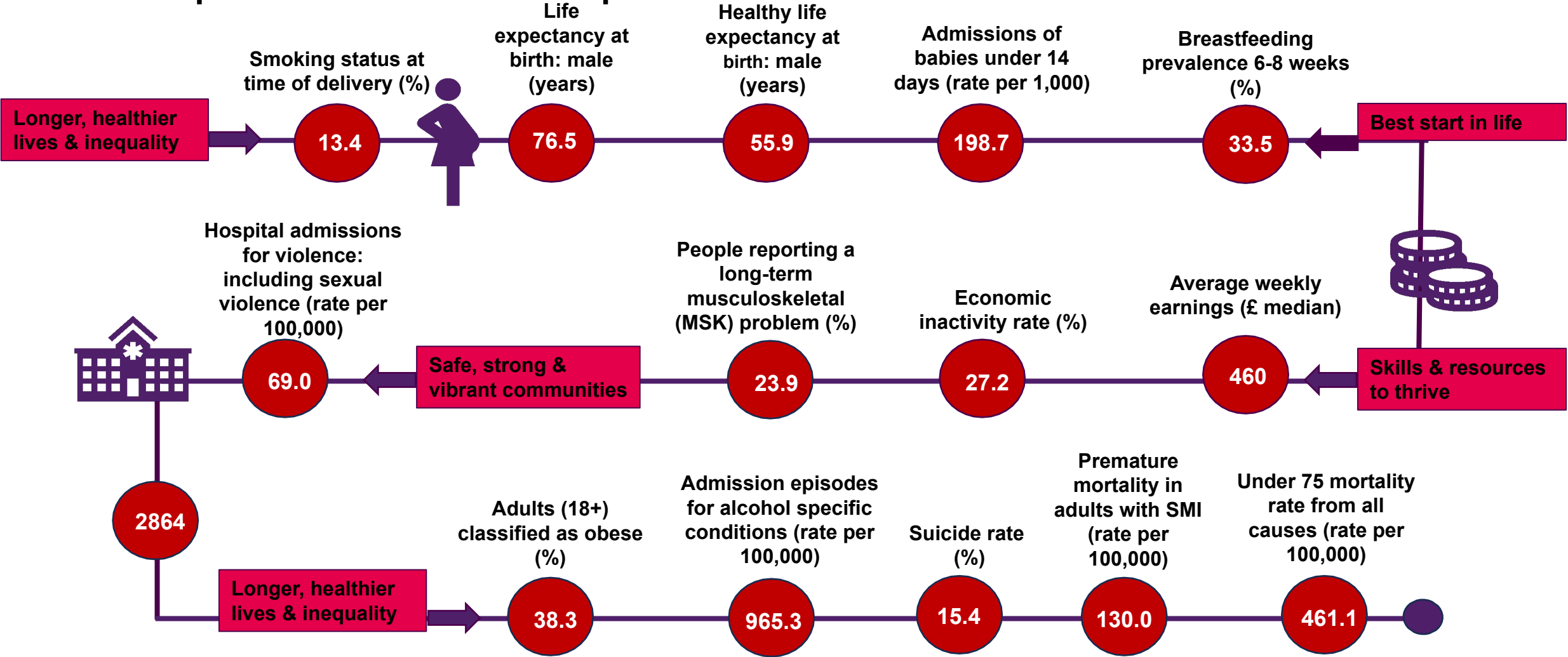
- ❖ As per the previous academic year, more learners are aged between 31 and 40, along with those aged 41-50, making up half (52%) of the ASCL learners.
- ❖ The number of males working with ASCL increased by 2% this year, whilst the number of females reduced from 74% in 2022/2023 to 67% in the 2023/2024 academic year.
- ❖ 78% of learners were from a White background whilst 10% were from a BME background. Although the number of learners from a White background seems to have reduced from the previous year by 10%, this might be accounted for by the increased number of undisclosed ethnicities.
- ❖ About 45% of learners declared a disability, with mental health difficulties (50%) followed by dyslexia (49%), being the most pronounced.

# 6. Health Inequalities: Where we are performing well?





6. Health Inequalities: Where needs improvement?



7. Progress against our Equality Objectives

Healthy Barnsley: People live independently with good physical and mental health for as long as possible.

How's Thi Ticker' Programme

We continue, with support from NHS colleagues, to deliver our 'How's Thi Ticker' (HTT) programme of targeted community blood pressure checks in Barnsley since June 2022. HTT is an evidence based, targeted, community outreach campaign that supports our ambitions through a prevention approach. HTT uses a population health management approach to target those at the highest risk and reduce inequalities. The main target audience of the campaign is men aged 50-60 years in areas of deprivation. Over 300 community-based sessions have been delivered, with over 5,000 people having had their blood pressures taken, of which 40% were identified as having high blood pressure. Identified individuals are referred to their local community pharmacy or GP to manage their blood pressure and reduce their risk of poor heart health. The fantastic work by the team was recognised nationally, winning the 2024 Local Government Chronicle (LGC) Public Health award.



Health and Wellbeing Strategy 2021-2030

We are delivering our [Health and Wellbeing Strategy 2021-2030](#) which sets our vision for a Healthy Barnsley and is underpinned by a series of ambitions across the life course and what we will do to improve health and wellbeing from pre-birth to end of life. A focus on our Public Health Priorities will ensure that we address the most serious challenges that local people face in terms of their health and wellbeing. Across the business unit evidence based public health work programmes are in place to tackle our priority areas of need.

Regulatory Service

These deliver several functions which are the first line of defence in health protection. Some of these functions include delivering food and feed controls, health and safety at work inspections and investigations. Additionally, they also carry out private water supply assessments, environmental permitting, alcohol licensing, and tobacco control. These services aim to protect and improve the health, safety, and well-being of those who live, work in, and visit the borough. And they support local businesses to comply with their regulatory responsibilities.

Family Nurse Partnership Programme

We are implementing the Family Nurse Partnership Programme. An intensive, preventative home visiting program for vulnerable, young women expecting their first baby. The program aims to develop therapeutic relationships with clients and work intensively with complex family situations to achieve the expected outcomes of the program within the Public Health Nursing Service. Alongside this, we will complete the Start for Life Workforce Pilot to support some of our most complex and vulnerable parents and families. This programme aims to join up and enhance services for families through the development of family hubs, ensuring all families can access the support they need.



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**Learning Barnsley: Children and young people achieve the best outcomes through improved educational achievement and attainment.**

**Barnsley Schools Alliance and the SEND Local Area partnership**

Barnsley Schools' Alliance is a strategic partnership between early years settings, schools, academies, colleges, and the local authority. Its purpose is to raise the quality of education and improve outcomes for children and young people across Barnsley. The Alliance is the custodian of effective education within Barnsley. The Alliance recognises the needs of children and young people as a whole and so works with education providers, families, and the community to identify and meet need holistically. The Alliance represents a sector-led model that works in partnership with the Local Authority. Sector-led improvement means that all schools take a collective responsibility for the outcomes of Barnsley children and all partners have a mandate to mutually support and challenge each other. Our [Education Improvement Strategy 2022-2025](#) sets out our goals and how we will work together to achieve these.

**Great Childhood Ambition**

A borough-wide, collaborative approach to support all children and young people to thrive in Barnsley, the place of possibilities. As part of this initiative, £1.6million is being invested to enhance educational support. This includes bolstered GCSE Maths and English support to help students catch up and excel, and the expansion of the 'Every Child a Coder' programme, equipping young people with essential digital skills for careers in Artificial Intelligence and automation. This will be further enhanced by a programme of youth work in identified schools to test and learn for a potential future roll out.

**Wyatt's story**

Wyatt loves to learn, but living with Tourette Syndrome means it can be challenging to enjoy reading books. Wyatt spoke with an information, advice, and guidance advisor from the council's employment and skills team. We discovered that an audio pen would help Wyatt fulfil his learning potential and open new ways for learning in the future. Wyatt enjoys developing his skills and talent and the new audio pen has renewed his love for reading and learning.



**Every Child in School Everyday**

Leaders within the Council are working in partnership with leaders from Multi Academy Trusts that serve our community to create a plan for Every Child in School Everyday. The CEO Subgroup has committed to co-producing an action plan focused on children regularly attending school-based learning "every child in school every day". The plan's success and impact will be judged on a reduction in the number of suspensions and exclusions issued by schools, reduced numbers of families choosing Elective Home Education, improved overall attendance and improved education outcomes.

**Outstanding Educational attainment**

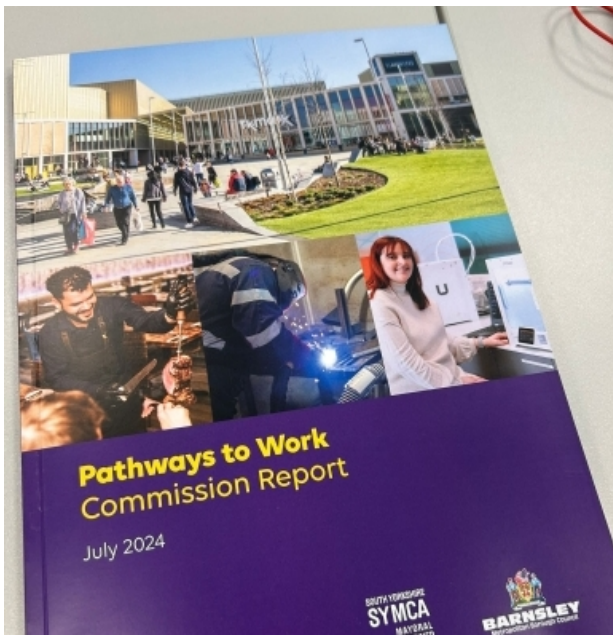
We have high aspirations for Barnsley's future generation and are dedicated to providing all children and young people with access to high-quality early years education, schools, and settings. Our recent Ofsted Inspection rated 98% of our schools and settings as Good or Outstanding. This surpasses the national figure of 96% and our statistical neighbour average of 96.5%.



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**Growing Barnsley: People have a welcoming, safe and enjoyable town centre and principal towns as destinations for work, shopping, leisure and culture.**

### **Pathways to Work Commission**

In July 2023, Barnsley Council and the South Yorkshire Mayoral Combined Authority, with other partners across the borough, established a Pathways to Work Commission. The commission is chaired by the Right Honourable Alan Milburn and its function is to enable all our working-age population, particularly those currently outside the Labour Market, to achieve pathways to employment. Engagement and consultation took place with over 100 individuals and organisations through evidence sessions. Recommendations were made to national government that would enable the depth of change needed to be delivered. Locally, one of the key recommendations was to develop a “Proof of Concept”. This would be a strengthened approach to finding and supporting economically inactive residents into good work, building on the existing ecosystem and available funding streams. The report was launched in Barnsley on 23 July and in Westminster on 24 July 2024.



**Sustainable Barnsley: People live in great places, are recycling more and wasting less, feel connected and valued in their community.**

**Barnsley Carbon Literacy Programme**

Our **Positive Climate Partnership (PCP)** has developed a tailored Carbon Literacy course, which was delivered to two cohorts of businesses in December 2023. Accredited by the Carbon Literacy Project (CLP), the toolkit is designed to equip local businesses with the knowledge required to take positive action to reduce their carbon and environmental footprints. The course covers the science behind climate change, its impacts, and what can be done on an individual and organisational level to mitigate it. One session was scheduled to coincide with International Carbon Literacy Action Day in which 100,000 people from all over the world took part. 39 individuals from 18 different organisations have so far completed the PCP’s course and in doing so have taken the first steps required to reduce their individual and organisation’s environmental impacts. The group are now looking at ways to extend the roll-out of the training to even more local businesses, as well as third sector organisations.

**Net Zero Barnsley and Low Carbon Grants**

The Business Village is offering free and intensive support to local businesses that have high-impact potential for contributing to the UK’s Net Zero carbon emission targets. The programme offers one-to-one coaching, in-person workshops, and collaboration through peer-to-peer networks. Participants have access to bespoke advice, guidance and training, to support them to take steps towards delivering Net Zero outcomes through tailored action plans. Various organisations have benefited from the programme to date, including Two Gates Fisheries. The business was supported to apply for a government grant, which allowed them to invest in low carbon and more energy efficient technologies, saving them nearly £4,000 in energy bills and reducing their carbon emissions by around 9,000 tonnes per year.



**Electric Vehicles**

To date, the Council has completed two large Electric Vehicle charging infrastructure programmes of work resulting in 72 publicly available car charging bays across the borough and 34 car charging bays on our premises to assist with the electrification of our fleet. Further funding has been secured by South Yorkshire Mayoral Combined Authority (SYMCA) through the Local Electrical Vehicle Infrastructure funding and on-street residential scheme. The Council will be awarded a share of the £8.9m awarded to SYMCA for delivery with £125K to be issued over the next 2 years to support with technical expertise and the creation of a strategy for scheme delivery. The Council and Berneslai Homes operate 36 fully electric vehicles and 3 hybrid vehicles. 38 of these have directly replaced diesel vehicles. The vehicle replacement programme continues to review the fleet and will replace further diesel vehicles with electric vehicles if operationally and financially viable.



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**Barnsley LGBTQ+ Guide**

We are excited to announce that we have developed and launched Barnsley's first LGBTQ+ Guide. It is a comprehensive resource that highlights LGBTQ+ spaces in Barnsley, providing safe and welcoming environments for the community to express themselves and connect with others. The guide aims to promote inclusivity and support for the LGBTQ+ community within Barnsley. It is the result of a borough-wide survey conducted by our PROUD (LGBTQ+) Network and the Barnsley LGBTQ+ Forum, which selected venues and activities based on their support and inclusivity for the LGBTQ+ community. The guide is organised into town centre and borough-wide spaces and activities to ensure comprehensive coverage of LGBTQ+ friendly venues across the borough. It is available on the new [Visit Barnsley](#) website.



**Employee Networks**

Barnsley has established employee networks to promote inclusivity and belonging. These networks provide a platform for discussing specific issues, sharing experiences, and seeking advice in a confidential setting. Tailored support and resources are offered to meet diverse needs, such as the Menopause Network for menopause support. The networks also facilitate networking opportunities, foster a sense of community, and contribute to a more inclusive workplace culture. Additional networks have been introduced for BME colleagues and those with disabilities, with more planned for the upcoming year.



**Diversity Action Plan Calendar**

We developed our first Diversity Action Plan Calendar that includes various awareness days or occasions related to diversity throughout the year. It's a way to recognise and celebrate the different aspects of diversity within our organisation. Each entry in the calendar highlights a specific day, week, or month, dedicated to raising awareness about issues related to protected characteristics of the Equality Act 2010. Our events aim to educate and promote social inclusion, challenge stereotypes, recognise achievements and encourage positive actions.

Last year, for Hate Crime Awareness and Black History Month in October 2023, we collaborated with Remedi, a restorative justice organisation for impactful hate training sessions for our councillors, senior leadership team and internal staff. The training emphasised the impact of hate crimes on our communities and sparked insightful conversations. After the training, the group was treated to Jamaican cuisine, which brought a cultural touch to the gathering. Through these events, we are reminded of the significance of standing together, fostering understanding, and celebrating the diverse tapestry that enriches our community.

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employer





# NEXT STEPS

## Roadmap to EDI Action Plan 2024-2026 Delivery

### Immediate Actions: 2024

Identify workforce under represented groups	Unconscious bias training for employees involved in recruitment / Develop neurodiversity guidance	Develop diversity calendar of events / Meet care leavers commitments (Ongoing)	Review Equality Impact Assessment process
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### Medium Term Actions: 2025

Adopt an anti-racist charter	Introduce reciprocal mentoring	Introduce interview preparation activities
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### Long-Term Actions: 2026

Develop EDI newsletters
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Leadership



Maximising Organisational Capacity & Capability

### Objectives



Employee Experience



Communication & Engagement



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THANK YOU!